



# Edmonton County School

## Anti-Bullying Policy

### Our Aims

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. It can be done face-to-face or using remote communication such as mobile phones and cyber bullying.

### The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

It should be noted that bullying is often not reported and staff teachers should be aware of the signs of bullying.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, or taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in schools.

All members of staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

The school will include awareness of bullying in its induction of students into Year 7 and will follow this up with regular assemblies to highlight the issue. Within the curriculum the school will raise the awareness of bullying through inclusion in PSHE, form tutorial time and subject areas, and through the mentoring programme where appropriate, in an attempt to eradicate such behaviour.

## Implementation

### **The following steps should be taken when dealing with incidents:**

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded by the member of staff and passed to the Head of Learning.
- The Head of Learning will interview all concerned and will record the incident and any action taken.
- Parents will be kept informed.
- Punishment used will be in accordance with the school's behaviour policy. A range of sanctions may be applied, dependent upon the severity of the incident.
- Support for any party involved in bullying may be provided as available, in accordance with the school's behaviour policy.
- Bullying incidents which recur will be recorded by the school, in accordance with LA guidelines.

### **Students who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with a teacher
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence

### **Students who have bullied will be helped by:**

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the student

## Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be promoted and implemented throughout the school.